Command Staffing Report (CSR)

THE COMMAND STAFFING REPORT (MODIFIED) IS INTENDED TO IMPROVE THE DIALOGUE BETWEEN THE MAJOR FIELD COMMANDS AND THE OFFICER ASSIGNMENT BRANCH IN IDENTIFYING STAFFING PROBLEMS AND TO PROVIDE DESIGNATED COMMANDS WITH STAFFING INFORMATION BY GRADE AND MOS RELATIVE TO THE ASSIGNMENT OF OFFICERS TO THOSE COMMANDS. THIS REPORT COMBINES AUTHORIZED STRENGTH REPORT (ASR)INFORMATION; STAFFING GOAL INFORMATION; AND ASSIGNMENT INFORMATION ON ONE DOCUMENT IN ORDER TO PROVIDE COMMANDS THE SAME DATA UTILIZED BY THE OFFICER ASSIGNMENT BRANCH IN DETERMINING ASSIGNMENTS. THE DATA CONTAINED IN THIS REPORT IS A COMBINATION OF ASR INPUT, COMPUTER GENERATED STAFFING GOALS, MANPOWER MANAGEMENT SYSTEM (MMS) DATA, AND OFFICER-SLATE FILE (OSF) DATA.

THE (OSF) IS A SPECIAL WORK FILE ENTIRELY SEPARATE FROM THE MMS ON WHICH MONITORS UPDATE ASSIGNMENT RELEVANT INFORMATION. ALL ASSIGNMENTS CONTAINED IN THE REPORT HAVE BEEN APPROVED BY THE DIRECTOR, PERSONNEL MANAGEMENT DIVISION OR HIS DESIGNATED REPRESENTATIVE. FIELD COMMANDS ARE REMINDED, HOWEVER, THAT ASSIGNMENTS LISTED HEREIN DO NOT CONSTITUTE ORDERS, AND THAT CHANGES TO PUBLISHED ASSIGNMENTS DO OCCASSIONALLY OCCUR.

THE FOLLOWING IS A DESCRIPTION/EXPLANATION OF EACH TYPE OF INFORMATION CONTAINED IN THIS REPORT:

AUTHORIZED STRENGTH REPORT (ASR) -
THE AUTHORIZED STRENGTHS ESTABLISHED FOR EACH MONITORED COMMAND CODE ARE DETERMINED BY THE TOTAL FORCE STRUCTURE DIVISION (TFS). THE OFFICER ASSIGNMENT BRANCH MODIFIES THIS INFORMATION IN ORDER TO REFLECT KNOWN CHANGES TO AUTHORIZED STRENGTHS THAT WILL BE IMPLEMENTED IN THE NEAR FUTURE. OVERSTAFF REQUIREMENTS WHICH HAVE BEEN APPROVED BY HQMC HAVE ALSO BEEN INCORPORATED INTO THE ASR IN THIS REPORT.

STAFFING GOALS (S.G.) -
STAFFING GOALS ARE COMPUTER GENERATED AND REFLECT THE FAIR SHARE ALLOCATION OF THE OFFICER INVENTORY BY GRADE AND MOS TO EACH MONITORED COMMAND CODE. THIS FAIR SHARE ALLOCATION IS DETERMINED IN ACCORDANCE WITH THE GRADE AND MOS SUBSTITUTIONS ALLOWED FOR EACH BILLET; TOUR LENGTH POLICIES; AND THE PRIORITY OF FILL AUTHORIZED FOR EACH BILLET AS SET FORTH BY HQMC ASSIGNMENT POLICIES AND STAFFING GUIDANCE. THE STAFFING GOALS DISPLAYED IN THIS REPORT REPRESENT THE OFFICER INVENTORY (BY GRADE AND MOS) THAT IS PROJECTED TO BE AVAILABLE TO STAFF AGAINST BILLET REQUIREMENTS DURING A SPECIFIC ONE YEAR ASSIGNMENT PERIOD. THE NECESSITY FOR PROJECTING STAFFING GOALS AT LEAST ONE YEAR IN ADVANCE IS TO PROJECT THE LONG TERM EFFECT OF BOARD RESULTS (EG, PME, PROMOTION,BOARDS, TEST PILOT, ETC) AND TO ALLOW SUFFICIENT STAFFING TIME FOR BILLETS REQUIRING SPECIAL TRAINING OR QUALIFICATIONS.

THE CURRENT ON-BOARD STRENGTHS MAY THEREFORE BE ABOVE OR BELOW THE "GOAL" PROJECTED IN THE FUTURE. THIS WILL BE DEPENDENT UPON THE OPTIMUM UTILIZATION OF AVAILABLE GRADES AND SKILLS AT THE TIME STAFFING GOALS ARE CREATED (TO BE DONE DURING OCT). ACCORDINGLY, ON-BOARD PROJECTIONS WILL NOT ALWAYS BE EQUAL TO THE STAFFING GOAL DUE TO DYNAMIC INFLUENCES AFFECTING THE ACTUAL OFFICER INVENTORY (EG RETIREMENTS, RESIGNATIONS, PROMOTIONS, SCHOOL SELECTIONS, ASR CHANGES, ETC.) WHICH CANNOT ALWAYS BE ACCURATEY PROJECTED. ADDITIONALLY, THE STAFFING GOALS DISPLAYED IN THIS REPORT ARE AGGREGATED BY GRADE AND MOS AND MAY NOT EXACTLY MATCH THE ASR REQUIREMENT BY GRADE AND MOS BECAUSE OF ALLOWABLE SUBSTITUTION CRITERIA FOR VARIOUS BILLETS.

AN EXAMPLE FOLLOWS:

MOS 0302	ASR	S.G
COLONELS		
LT. COLS	2	3
MAJORS	5	2
CAPTAINS	10	20
LIEUTENANTS	20	20
WARRANT OFFICERS		
MOS TOTAL	37	45

IN THE ABOVE EXAMPLE, THE S.G.'S REFLECT THE TOTAL MOS 0302'S BY GRADE
THAT ARE AVAILABLE ON THE AVERAGE TO BE ASSIGNED TO THE COMMAND. SINCE STAFFING GOALS ARE AGGREGATED BY PMOS, IT ALSO REPRESENTS A SHARE OF MOS 0302'S TO BE UTILIZED AGAINST GRADE SUBSTITUTION, MOS SUBSTITUTION, AND BILLET MOS'S (EG 9910, 9911, 96XX ETC).
WHILE STAFFING GOALS FOR SPECIFIC MOS'S MAY EXCEED ASR, TOTAL STAFFING
GOAL WILL NORMALLY NOT EXCEED TOTAL ASR FOR THE COMMAND (EXCEPT IN THOSE CASES OF AN INTENTIONAL OVERSTAFF). DUE TO FLUCTUATIONS IN ACTUAL OFFICER AVAILABILITY, ON BOARD PROJECTIONS MAY VARY BELOW OR ABOVE STAFFING GOALS THROUGHOUT THE YEAR.

ON-BOARD/INBOUND ASSIGNMENTS -

THIS INFORMATION REPRESENTS THE MOST CURRENT ASSIGNMENT DATA AVAILABLE. DATA PERTAINING TO AN OFFICERS FUTURE ASSIGNMENT WHICH IS NOT RELEVANT TO THE SPECIFIC COMMAND(S) ADDRESSED HAS BEEN DELETED.

THE FOLLOWING ABBREVIATIONS HAVE BEEN USED AS HEADINGS IN THE COMMAND STAFFING REPORT (MODIFIED):

ASR - AUTHORIZED STRENGTH REPORT. THIS REFLECTS THE OFFICER REQUIREMENTS AS SET FORTH BY CODE TFS AND MODIFIED BY THE OFFICER ASSIGNMENT BRANCH FOR KNOWN ADDITIONS AND DELETIONS.

S.G. - STAFFING GOAL. COMPUTER GENERATED BY THE OFFICER STAFFING GOAL MODEL (OSGM) AND REPRESENTS A RECOMMENDED DISTRIBUTION OF AVAILABLE OFFICER ASSETS BY GRADE AND MOS.

MID - MID IS NOT DISPLAYED DUE TO PRIVACY ACT CONSIDERATIONS. THE TERM "DSPLY ONLY" (DISPLAY ONLY) IS USED WHEN AN OFFICER IS DISPLAYED DUE TO HIS/HER BMOS, BUT IS NOT COUNTED FOR THAT PARTICULAR PMOS COUNT

GRD - GRADE. OFFICERS WHO HAVE BEEN SELECTED FOR PROMOTION ARE INDICATED BY AN ASTERISK (*) BESIDE THE GRADE AND ARE COUNTED IN THEIR SELECTED GRADE. THIS PROCEDURE COINCIDES WITH ASSIGNMENT POLICIES SINCE OFFICERS ARE ASSIGNED RELATIVE TO THE GRADE FOR WHICH THEY HAVE BEEN SELECTED. THIS IS AN MMS DATA ELEMENT.

PMOS - PRIMARY MOS. THE PMOS IS AN MMS DATA ELEMENT UNLESS THE MONITOR HAS INDICATED AN "INTENDED MOS" (IMOS) ON THE (OSF) WHICH WILL BE ASSIGNED IN THE NEAR FUTURE. IN THIS EVENT, THE IMOS WILL APPEAR AS THE OFFICER'S PMOS.

1MOS - 1ST ADDITIONAL MOS (SEE PMOS).

DOR - PRESENT GRADE DATE OF RANK.

IZ - FISCAL YEAR IN ZONE FOR NEXT PROMOTION.

OCD - OVERSEAS CONTROL DATE.

FMCC - MCC TO WHICH AN OFFICER WAS LAST ASSIGNED. THIS IS AN MMS DATA ELEMENT.

EAS - THIS IS AN MMS DATA ELEMENT UNLESS THE MONITOR HAS INDICATED A CORRECTION TO THE MMS EAS ON THE OFFICER SLATE-FILE. IN THIS EVENT, THE (OSF) EAS IS DISPLAYED.

DCTB - THIS IS AN MMS DATA ELEMENT. CAUTION SHOULD BE EXERCISED WHEN REVIEWING OFFICERS IN THIS REPORT WHO HAVE RECENTLY REPORTED ABOARD. THE DCTB FROM HIS PREVIOUS MCC WILL REMAIN IN THE MMS UNTIL THE NEW JOIN ENTRIES ARE POSTED TO THE MMS.

PMCC - MCC TO WHICH AN OFFICER IS ASSIGNED. THIS INFORMATION IS OBTAINED FROM THE MONITOR'S (OSF) AND MAY DIFFER FROM THE MCC REPORTED IN THE MMS. THIS IS DUE PRIMARILY TO PCS ORDERS ISSUED BY HQMC BEING MODIFIED BY THE COMMAND, OR AN OFFICER NOT BEING JOINED TO THE MCC TO WHICH HE WAS ASSIGNED IN HIS PCS ORDERS.

EDD - THE DATE PROJECTED BY THE OFFICER ASSIGNMENT BRANCH AS THE ESTIMATED DATE OF DEPARTURE FROM PMCC. THIS INFORMATION IS UNOFFICIAL AND SUBJECT TO CHANGE BASED UPON THE NEEDS OF THE MARINE CORPS. THIS IS AN (OSF) DATA ELEMENT.

EDA - THE DATE PROJECTED BY THE OFFICER ASSIGNMENT BRANCH AS THE DATE OF ARRIVAL AT THE FUTURE MCC, AND IS FOR PLANNING PURPOSES ONLY. ACTUAL ARRIVAL DATES MAR VARY (+) OR (-) 30 DAYS DUE TO PROCEED, TRAVEL AND DELAY ENROUTE. THIS IS AN (OSF) DATA ELEMENT.

FTMCC - THE FUTURE MCC TO WHICH AN OFFICER WILL BE ASSIGNED. THIS IS

AN (OSF) DATA ELEMENT.
SIMCC - THE MCC TO WHICH AN OFFICER WILL BE ASSIGNED WHILE ENROUTE TO HIS FUTURE MCC. (OSF) DATA ELEMENT.

IEDA - PROJECTED DATE OF ARRIVAL AT THE SIMCC. THIS IS AN (OSF) DATA ELEMENT.

BGRD - (BILLET GRADE) - DUE TO GRADE IMBALANCES THROUGHOUT THE MARINE CORPS GRADE STRUCTURE, IT IS FREQUENTLY NECESSARY TO ASSIGN OFFICERS TO A BILLET GRADE DIFFERENT THAN THEIR CURRENT RANK. THIS IS FOR ACCOUNTING ONLY AS THE ULTIMATE ASSIGNMENT OF AN OFFICER WITHIN A COMMAND IS A FUNCTION OF THAT COMMAND'S REQUIREMENTS AND/OR PRIORITIES.

BMOS - (BILLET MOS) - DUE TO MOS IMBALANCES THROUGHOUT THE MARINE CORPS MOS STRUCTURE, IT IS FREQUENTLY NECESSARY TO ASSIGN OFFICERS TO A BILLET MOS WHICH DIFFERS FROM THIER PMOS. THIS IS FOR ACCOUNTING ONLY AS THE ULTIMATE ASSIGNMENT OF AN OFFICER WITHIN A COMMAND IS A FUNCTION OF THAT COMMAND'S REQUIREMENTS AND / OR PRIORTIES.

ON-BOARD COUNTS BY MOS AND TOTAL FOR AN MCC DOES REFLECT TRANSIENT TIME WHICH A COMMAND MAY EXPERIENCE AS A RESULT OF INDIVIDUAL OFFICERS EXECUTING PCS ORDERS. OFFICERS ARE, THEREFORE, NOT COUNTED AS 'ON-BOARD' FOR THE ENTIRE MONTH OF THEIR EDD AT THE MCC FROM WHICH THEY ARE BEING TRANSFERRED, BUT ARE COUNTED FOR THE ENTIRE MONTH OF THEIR EDA AT THE MCC TO WHICH THEY ARE BEING TRANSFERRED. WHERE ARE A NUMBER OF REASONS WHICH MAY HELP TO EXPLAIN THE VARIOUS REASONS WHY

THE ON-BOARD COUNTS DO NOT EXACTLY EQUAL THE RECOMMENDED STAFFING GOAL.
THE USER OF THIS REPORT SHOULD KEEP IN MIND THAT THE STAFFING GOAL REPRESENTS THE STAFFING THAT COULD BE ACHIEVED UNDER IDEAL CONDITIONS BY THE ESTABLISHED "TARGET DATE" (SEE THE "STAFFING GOALS AS OF" DATE IN THE UPPER RIGHT-HAND CORNER OF THE REPORT).

THE FOLLOWING REPRESENT THE MORE COMMON REASONS WHY ON-BOARD COUNTS MAY BE ABOVE OR BELOW STAFFING GOALS:

A. ON-BOARD GREATER THAN STAFFING GOALS:

* STAFFING GOAL INDICATES THAT AVAILABILITY OF OFFICERS WILL BECOME LESS THROUGH THE "TARGET DATE".

* T/O CHANGES - BILLETS HAVE BEEN DELETED.

* JOINT HOUSEHOLD REQUIREMENTS.

* HUMANITARIAN CONSIDERATIONS.

* LATERAL MOVES (FOR A SPECIFIC GRADE/MOS)

* PROMOTION BOARD RESULTS FOR SPECIFIC GRADES

* MONITOR SUBSTITUTES FOR STAFFING GOALS WHICH CANNOT BE MET

* OFFICER UNEXPECTEDLY WITHDRAWS RESIGNATION/RETIREMENT REQUEST

* NON-ASR REQUIREMENTS MAY HAVE TO BE STAFFED (EG AD-HOC COMMITTEE, SPECIAL ASSIGNMENT/PROJECT,ETC)

* AUGMENTATION OF A TEMPORARY NATURE (EG SUMMER AUGMENTATION FOR MCCDC OCC PROGRAMS)

* HOSPITALIZATION, EVALUATION OR OTHER NONCHARGEABLE OFFICERS

* COMMAND HAS HIGH PCS TURBULANCE

* NEEDS OF THE MARINE CORPS OUTWEIGH STAFF GOAL RECOMMENDATIONS

B. ON-BOARD IS LESS THAN STAFFING GOAL:

* STAFFING GOAL INDICATES THAT AVAILABILITY OF OFFICERS WILL BECOME GREATER THROUGH "TARGET DATE".

* T/O CHANGES - BILLETS ADDED

* UNEXPECTED OVERSTAFF REQUIREMENTS AT OTHER COMMANDS RESTRICTS OFFICER AVAILABILITY.

* PROMOTION BOARD RESULTS FOR SPECIFIC GRADES

* LATERAL MOVES (FOR SPECIFIC GRADE/MOS)

* MONITOR SUBSTITUTIONS FOR STAFFING GOALS WHICH CANNOT BE MET

* OFFICER UNEXPECTEDLY RESIGNS

* DEATH OF AN OFFICER

* SCHOOL SELECTIONS

* HUMANITARIAN CONSIDERATIONS DELAY AN INBOUND OFFICER

* OFFICER ASSETS ARE TECHNICALLY AVAILABLE TO FILL A STAFFING GOAL REQUIREMENT, BUT THE ASSIGNMENT IS NOT IN THE BEST INTEREST OF THE INDIVIDUALS CAREER AND/OR THE NEEDS OF THE MARINE CORPS (EG BACK-TO-BACK SEP, FMF, OVERSEAS, ETC TOURS)

* NEEDS OF THE MARINE CORPS OUTWEIGH STAFFING GOAL RECOMMENDATIONS.

THIS REPORT WILL BE PUBLISHED ON THE SECOND DAY OF EVERY MONTH. QUESTIONS CONCERNING COMMAND (MCC) STAFFING INFORMATION SHOULD BE DIRECTED TO CMC, HQMC (CODE MMOA-5) OR PHONE DSN 278-9284.

QUESTIONS CONCERNING INDIVIDUAL OFFICERS OR SPECIFIC GRADE AND MOS COMBINATIONS SHOULD BE DIRECTED TO THE APPROPRIATE MONITOR.

COLONEL MONITORS: DSN 278-9300
LTCOL (GROUND) MONITORS: DSN 278-9279
LTCOL (AVIATION) MONITOR: DSN 278-9267
LTCOL (A/G) MONITORS: DSN 278-9267
MAJOR (GROUND) MONITORS: DSN 278-9276
MAJOR/CAPT (AVIATION) MONITORS: DSN 278-9267
MAJOR/CAPT (A/G) MONITORS: DSN 278-9267
CAPT (GROUND) MONITORS: DSN 278-9276

ALL PROBLEMS RELATIVE TO THE STAFFING OF DMCC'S (PRE-PAS) SHOULD BE COORDINATED THROUGH THE DIVISION/WING/BRIGADE G-1.